

Special Announcements

of the

Ontario Human Rights Commission

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CHAIRMAN RESIGNS FEELING ASSIGNMENT COMPLETED

After eleven-and-a-half fruitful years, Dr. Daniel G. Hill has resigned as of the end of the year.

There is general agreement that the man who launched the Commission and saw it through its growing years leaves a healthy, functioning organization, as he turns to a career of teaching and acting as a consultant on human rights matters for government, labour, industry and ethnic organizations.

Dr. Hill was appointed the first director of the Commission upon its creation in 1962. Since its inception, and under his aegis, the Commission has investigated over 4,000 complaints, dealt with 30,000 miscellaneous inquiries and problems not covered by the Human Rights Code, and opened eight regional offices.

Looking back, Dr. Hill declares, "I have enjoyed a sense of real joy and fulfillment in seeing housing kept open to minority groups and great changes in employment practices."

Appointed Chairman in December 1971, he continued to advocate and practice education and moral suasion to solve human rights problems with judicial sanctions only as a last resort.

Dr. Hill was chairman of an interministerial committee on bias in textbooks. The recommendations of that committee were implemented by the Ministry of Education and a bias evaluation procedure was set up through the Commission. He said recently, "In retrospect, I am most pleased about the textbook program that we instituted. It has been made a model for most other provinces, and it is a real breakthrough."

He has been an executive member of the International Association of Official Human Rights Agencies and has worked closely with the Race Relations Board of Great Britain. In recent years, he has assisted several Canadian provinces to develop human rights legislation and education programs.

U.S. EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS OBSERVED BY COMMISSION DIRECTOR

The measures being taken by industry in the U.S. to promote equal employment for women are more advanced than those so far implemented in Canada. We can learn much from this far-reaching social trend, including the fact that these efforts on behalf of women help minorities as well.

These were the conclusions of Commission Director Robert W. McPhee after returning from a conference in New York on "Equal Employment Opportunity: Corporate Affirmative Action for Women and Minorities." The conference was sponsored by the Urban Research Corporation of Chicago. It included speeches and workshop sessions which examined attitudes and practices of corporations.

A majority of delegates were corporation officers charged with implementing equal opportunity programs. Some of the companies represented were A T & T, Sears Roebuck, Aetna Life & Casualty, General Electric, Polaroid, Bristol-Myers and Con Edison.



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Mr. McPhee summed up the overall objective of affirmative action programs in employment: "It is to objectify personnel systems which have been dominated by one group. To do this requires that non-job-related criteria be eliminated."

He listed what this major effort means for women, in all its ramifications, wherever the effort is made:

- more women in jobs in the skilled trades, in management and in supervisory jobs where they supervise men as well as women, and in outside sales work;
- companies institute sensitivity training on the subject of women workers in their management training courses, so that women employees will not be regarded only as clerical and secretarial help, or as occasional, undependable and therefore unpromotable;
- companies seek out skilled women workers as they now seek out skilled minority workers;
- companies encourage women to enter traditionally all-male fields such as engineering;
- day-care centres increase in number.

EARLY HUMAN RIGHTS SUPPORTERS HONOURED

The fact that human rights legislation not only rests on public support but is generated in the first place by public demand was highlighted in a commemorative dinner which the Commission gave in Chatham in September. The dinner was for the founders of the National Unity Association, a Black organization which, in the early 1950's, campaigned in Dresden, Ontario, in connection with a charge laid under the anti-discrimination law against a restaurant owner. Their efforts helped to secure equal treatment for Blacks and generated a widespread request to the Ontario Government for what became the Fair Accommodation Practices Act of 1954.

Commission Chairman Dr. D. G. Hill, with the assistance of Commissioner Walter Currie, a native of Chatham, awarded 16 Certificates of Merit, the wording of which reflects the stressful circumstances which can surround the fight for human rights:

In appreciation of the services rendered by to forward the cause of human rights in the Province of Ontario, the Ontario Human Rights Commission acknowledges with gratitude personal sacrifices and efforts for the attainment of equality of opportunity and treatment for all citizens and residents of Ontario.

A special guest was George McCurdy, formerly of Amherstburg, now Director of the Nova Scotia Human Rights Commission, who received a Certificate of Merit.

HUMAN RIGHTS CODE PRINTED IN ITALIAN

A first for the Ontario Government's operations was the recent publication of a legislative Act, namely the Human Rights Code, in a language other than English and French. Informational brochures have, of course, been published in many languages for years.

The Code was translated into Italian, as Commission Director McPhee explained, so as to make it "more accessible so that this large segment of the Toronto population will more easily learn of their rights and obligations under the Code."

Italian was chosen as the language for the first non-French translation because there is a large Italian-speaking population in Toronto and in other parts of Ontario and they are involved in the business life of Toronto in particular.

The action was greeted with widespread approval. In reply to questions, the Commission made it clear that, if circumstances warrant, the Code would be translated into other languages as well.

FOUR BOARD OF INQUIRY REPORTS ISSUED

Since the last issue of **Special Announcements** four Board of Inquiry Chairmen have issued Reports.

Professor Stephen Borins, Osgoode Hall Law School, York University, found that Mohawk College of Applied Arts and Technology, Hamilton, did not dismiss Miss Linda M. Kennedy because of her race and colour, but rather because she was "over-qualified for the position which she held and the institution in which she held that position." Her supervisors, Professor Borins found, felt threatened by her and did not understand her professional approach and her requests. He condemned two supervisors for "irresponsible and reprehensible" conduct.

Miss Kennedy lodged her complaint because she felt that she must have been terminated because of her race and colour (she is a Black Jamaican by birth and a Canadian citizen) since her professional competence had never been questioned.

Professor Borins noted that his jurisdiction extended only to the determination of a complaint which alleged discrimination on the basis of race and colour. Thus he could only dismiss the complaint.

Professor Edward Ratushny, Faculty of Law, University of Windsor, ruled that Belmont Property Management, Willowdale, did not dismiss Mr. Roland Cooper from his position as superintendent of an apartment house because of his race and colour. The Report interpreted the series of events as a matter of poor interpersonal relations; the assigning of fault in such a situation is beyond the powers of the Board of Inquiry Chairman under the Human Rights Code.

Professor Horace Krever, Q.C., Faculty of Law, University of Western Ontario, found that Mr. Martin Ouellette, Emeryville, did discriminate in an employment situation against Mr. Maurice Williams, Windsor, a Black Jamaican. Professor Krever's Report ordered Mr. Ouellette to offer employment to Mr. Williams when next he needs a journeyman bricklayer, and also ordered him to pay compensation to Mr. Williams in the amount of \$108 for lost wages.

Professor Sidney N. Lederman, Osgoode Hall Law School, York University, ruled that Mr. S. Golas, Toronto, discriminated against Miss Shirley Gabbidon, a Black woman of Jamaican origin and a nurse by profession, in refusing to rent an apartment to her.

Professor Lederman's Report concluded that:

the evidence demonstrates an irrational bias against the complainant because of her race and colour. The Respondent was not an ill-meaning man. His reluctance to accept the Complainant as a tenant had its genesis, regrettably, in an aberrant view of an entire class of persons. It was discrimination, nevertheless, and it is to be deplored.

The Report ordered Mr. Golas to post the Commission's Declaration of Management Policy in his apartment building, to give notice of any vacancy to the Commission prior to any public advertisement, and to pay compensation of \$180 to the complainant for extra expense which she incurred and for the humiliation which she suffered.

RECENT STAFF APPOINTMENTS

Naison Mawande, a Human Rights Officer in the Toronto office, was appointed Conciliation Specialist after a public competition. He is originally from Rhodesia and was graduated from Dartmouth College in government studies. He holds the M.A. in international relations from the University of Western Ontario and has completed his doctoral courses in political economy at the University of Toronto.

Bruno Cavion, an officer in the Commission's Thunder Bay office, was appointed the resident officer in Kenora.

Norman "Sandy" Anderson, an officer in the Toronto office, came to the Commission from Metro Toronto's Department of Social Services, where he was Intake Supervisor of field workers. He is a graduate in sociology of St. Mary's University, Halifax.

Miss Beverley Johnson occupies the new position of Intake Officer. She was previously in the Ministry of Labour in the Government of Jamaica. She is a graduate of Sir George Williams University, and holds the equivalent of an M.S.W. degree from the London School of Economics.

Mrs. Caroline Bell is the new officer in Hamilton. She was formerly with the Canada Manpower Centre in Hamilton. She serves as a volunteer member of a number of community organizations. She is a graduate of the University of Western Ontario in French and Psychology.

Miss Laima Svezda, an officer in the Toronto office, came to the Commission from the Indian Community Branch of the Ministry of Community and Social Services, where she was a Liaison Officer. She is a graduate of the University of Toronto in political economy and pursued studies at Osgoode Hall Law School, York University.

Mrs. Brenda Adair, originally from Holywood, Northern Ireland, occupies the new position of Office Manager. She was formerly with the Personnel Branch of the Ministry of Labour. She also acts as a training instructor in the Ministry's new typewriter maintenance course for all typists.